UC RIVERSIDE
Human Resources
Employee and Organizational
Development

PROFESSIONAL DEVELOPMENT MONTHLY

A CHIEVING RESULTS **B** UILDING RELATIONSHIPS **C** REATING THE FUTURE

Headline News

NEW! **Unlock Your Leadership Potential!** The **ASPIRING LEADER PROGRAM** is an online, self-paced e-Learning course program that provides an introduction to some of the core skills needed to begin developing leadership capabilities and become a successful leader. Visit: Aspiring Leaders Program Web Page

LEAD R' Ship Series – Emotional Intelligence
Guest speaker: Sue Anderson
Date: Wednesday, May 2, 2023 | 11:00 a.m. – 12:00 p.m.
Emotional Intelligence Registration

ComPsych - Creating Psychological Safety in the Workplace
Monday, May 22, 2023, at 10:00 AM | Register

Psychological safety is the belief that it's OK to take interpersonal risks without fear of undue consequences. In a psychologically safe environment, people are more likely to speak up when they see their team or organization heading down the wrong path. They're more likely to brainstorm and experiment in ways that help teams innovate, and they're less likely to go along with risky behaviors that create an unsafe workplace. Psychological safety allows a person to be themselves, which strengthens morale, sense of belonging, and employee retention. In this session, ComPsych Vice President of Learning & Organizational Excellence Kenny Zuckerberg will discuss how leaders can foster a psychologically safe environment, and explore why people may feel psychologically unsafe without their leaders even realizing it, all followed by live Q&A.

This training will help you:
• Define the elements of psychological safety
• Explain why psychological safety is so important in the workplace
• Assess how psychologically safe (or unsafe) your team or organization is today
• Describe tangible actions you can take to foster a psychologically safe

environment

Upcoming Programs and Classes

EOD Programs, Courses, and Classes

Course	Date(s)	Cost*	Register
Franklin Covey's Unconscious Bias: Understanding Bias to Unleash Potential Unconscious biases are how our brains compensate for overload which can inhibit performance and lead to poor decision-making. Learn how to be aware of and address biases so you and your team can thrive, increasing performance and engagement. ***Registration Deadline****: May17, 2023*	05/24 - 5/23	$203	Register
Delegation Skills Get the basics of this essential skill. Exercises and assessments help you evaluate your current skills, easily identify the problems, and quickly find solutions. You'll discover how to develop your employees' potential while getting the job done	6/27/23	No Charge	Register

Note*: a late session admission, 30 minutes after the course has begun, will not be given course credit and may incur program or no-show fees.*

ComPysch – Faculty & Staff Assistance Program (FSAP) Orientation

The following workshops are offered at **no cost:**

ComPsych Workshop Topic	Date	Time	Registration
Let's Talk Politics: How to Have Impassioned Disagreements without Damaging Relationships	05/11/23	1 – 2 PM	Register
The Confident You: Taking Charge of Your Life	05/25/23	1 – 2 PM	Register
Using Kindness to Achieve Personal Success and Happiness	6/8/23	1 – 2 PM	Register
Counseling and Therapy, Demystified	6/29/23	1 – 2 PM	Register

ComPysch – Faculty & Staff Assistance Program (FSAP) Orientation
If you missed FSAP Orientation, be sure to view the **recorded sessions** in the UC Learning Center:

Faculty Staff Assistance Program (FSAP) Orientation	Recording
Faculty Staff Assistance Program (FSAP) Manager/Supervisor Orientation	Recording

News

UC Learning Center Corner – New eCourses Available
Log into the UCLC learning management system at https://ucrlearning.ucr.edu/

Impact23 Training!
Look for the new Library Topic: Finance Administration and Practices where new courses, both eLearning and instructor-led training, will be added in the lead up to the Impact23 implementation. Check the Impact23 project website for the latest news and information about the implementation.
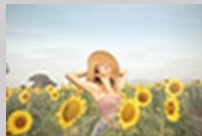
UC Abusive Conduct in the Workplace

On January 1, 2023, the new [Presidential Policy on Abusive Conduct in the Workplace](#) prohibiting Abusive Conduct went into effect. The focus of this policy is to promote and maintain a healthy working and learning environment, in which every individual is treated with respect. In his [policy issuance letter](#), President Michael V. Drake stated that this policy represents a critical step toward "strengthening an inclusive, respectful, and safe university community" and "expanding opportunity and excellence."

This training covers the requirements of the Abusive Conduct in the Workplace policy. Topics include: Overview (Recognize Abusive Conduct), Prevention (Identify strategies to prevent), Procedures (Follow procedures to report, and be familiar with the University's response); and Resources (Access additional information).

Gartner's 7 Must-Read Business Books for 2023

Gartner is the world's leading research and advisory company, offering an array of professional development resources for employees and managers at all levels. Check out Gartner's [7 recommended business books for 2023](#) and learn [why you should take advantage of your Gartner membership.](#)

Get Fit Mentally

There are multiple ways we can recharge, refocus, and maintain our health. Here are some great 'Get Fit Mentally' resources below:

Faculty and Staff Assistant Program - [FSAP Website](#)
Health Net Wellness Webinar Series, *Learn Healthy Ways to Live Your Best* - **[Health Net Series Link](#)**

Campus Spotlight

UCR Student Disability Resource Center – Disability Ally Workshop

Tuesday, May 24, 2023 | 9:00 a.m. – 12:00 p.m.
On behalf of the UCR Student Disability Resource Center, Employee and Organizational Development would like to announce the Disability Ally Workshop on Wednesday, May 24, 2023.

The virtual Disability Ally Workshop seeks to facilitate awareness, understanding, and competency of disability through connecting faculty, staff and students with resources, knowledge and relationships of disability as diversity. Participants in this program will gain knowledge about what it means to truly be an ally for students with disabilities.

Topics include:

- Disability Law, Academic Accommodations, Disability Etiquette, Hidden Disabilities, Disability Demographics, Student Panel

Participants will also receive a Disability Ally badge that can be placed in their email signature notifying students that they are a safe space for individuals with disabilities.

Registration: To attend this workshop, you are required to register through the [UC Learning Center (UCLC)](#). If you are unable to participate in this workshop, please fill out this form [Disability Ally Workshop request form](#). We are planning future workshops throughout this academic year. In addition, we would be happy to arrange workshops for individual offices/departments.

* If you need a reasonable accommodation to participate, please email sdrc@ucr.edu

Contact: For questions regarding the Disability Ally Workshop, please contact sdrc@ucr.edu.
Learn more: [UCR Student Disability Resource Center](#)

2023 UCR Staff Conference – Watch the Replays on Crowdcast!

Hey! If you missed the 2023 UCR Staff Conference, check out the recorded sessions on [Staff Conference Crowdcast.](#)

R'Pantry | Date: Wednesday, May 10, 2023 | 11:30 a.m. – 1:30 p.m.

R'Pantry provides emergency non-perishable food, personal hygiene, household care, and childcare items to both undergraduate and graduate students experiencing food insecurity. They also connect Highlanders to on- and off-campus food resources and provide programs and workshops that improve health and wellness.

The R'Pantry is going mobile! Every other Wednesday of the quarter we will provide grab n go bags near the Bell Tower from 11:30am-1:30pm. *Bags will be limited – first come, first serve*

Remote/Hybrid Work Resource Center

As work schedules will continue to include hybrid/remote options across the UCR campus in 2022, we want to help faculty and staff be prepared to be able to work in whatever hybrid/remote option is chosen. Employee and Organizational Development (EOD) would like to invite you to learn about remote work learning resources available to UCR faculty and staff. For more information, please visit the Employee and Organizational Development webpage.

Topics from LinkedIn Learning:
- Let's Talk: Preparing for Your Performance Review
- Setting Expectations

Strategies for working remotely:
- Working Remotely
- Remote/Hybrid Work Technology and Applications
- Leading Remotely

Need training now? Visit LinkedIn Learning, via R'Space, and take advantage of curated collections.

Get to Know the Employee and Organizational Development (EOD) Team.

Personnel Policies for Staff Members (PPSM 50) – Professional Development.

Most enrollments are conducted through the UC Learning Center.

Need assistance with course fees? Apply for a Staff Assembly Professional Development Scholarship. Visit their website for more information: https://staffassembly.ucr.edu/scholarships.

Missed an issue of the Professional Development Monthly?
Visit the Professional Development Monthly webpage.

To subscribe (opt-in) to the Professional Development Monthly, register in the Hrtrainingnews listserv.

For questions, please contact Employee & Organizational Development (EOD) at HRTrainingContacts@ucr.edu.